Alberta Labour Mobility Survey 2012

Survey Data Report on the Labour Mobility of Out-of-Province Certified Workers to Alberta in 2012

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Introduction

Alberta will meet a significant portion of its current and future projected labour market shortages through inter-provincial migration, specifically of certified workers[1] from other provinces and territories. Alberta's labour supply of certified workers comes from three sources: from Alberta (i.e. new Alberta graduates entering regulated occupations in Alberta); certified Canadian workers from other Provinces and Territories; and internationally-trained workers.

Alberta has entered into two agreements to support labour mobility: the Agreement on Internal Trade (AIT)[2] and the New West Partnership Trade Agreement (NWPTA)[3]. These agreements allow for license-to-license recognition of certified workers by ensuring that persons who are currently certified, and in good standing, in a regulated occupation in one Province or Territory in Canada are eligible to apply to another Province or Territory in Canada which offers the same certification without having to undergo additional training, testing, or an extensive re-evaluation of their qualifications.

This report will focus on the domestic labour supply in 2012 of new certified workers in Alberta and certified Canadian workers from other Provinces and Territories. The survey data used in this report provides important information to support and inform labour force planning across a number of government ministries and stakeholder groups.

Alberta Labour Mobility Survey Methodology

The survey was conducted under the auspices of the Federal/Provincial/Territorial Labour Mobility Coordinating Group (LMCG). The LMCG was established by the Forum of Labour Market Ministers to oversee the implementation of Chapter 7 (Labour Mobility) of the AIT. The LMCG is responsible for gathering information for an annual pan-Canadian evaluation of the effectiveness of labour mobility. The LMCG developed a questionnaire for jurisdictions to send to their respective regulators.

In January 2013, Alberta Enterprise and Advanced Education undertook a population survey of Alberta regulators through the *Alberta Labour Mobility Evaluation Survey 2012*. The survey was emailed to 72 Professional Regulatory Organizations (PROs) across Alberta[4] representing approximately 98 certified occupations in Alberta. Ninety-four percent (68 regulators)[5] responded.

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[1] For the purposes of this survey, certified worker refers to workers whose occupations are governed by legislation in Alberta.
[2] Signed in 1994 by Alberta, the Government of Canada and other Provinces and Territories (except Nunavut), the Agreement on Internal Trade makes it easier for people, investments and services to move across Canada.
[3] The New West Partnership Trade Agreement was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010, and addresses trade, investment and labour mobility between these three western provinces.
[4] All 72 Alberta regulators, comprised of 63 non-government PROs (87.5%) and 9 government regulators (12.5%), were included in the survey. Some regulators are responsible for more than one occupation.
[5] Not all of the survey responses were used in the analysis due to issues with interpreting or understanding the data that was reported.

Labour Mobility Rates

Alberta Professional Regulatory Organizations (PROs) reported data for 91 occupations for the 2012 calendar year. For a complete list of the Labour Mobility Rates to Alberta for Canadian Out-of-Province Applicants, see Appendix A.

For the 2012 calendar year, Alberta PROs received a combined total of 48,471 applications from new[6] Alberta applicants and certified Canadian Out-of-Province applicants for all[7] regulated occupations in Alberta excluding trades occupations[8].

Alberta and Canadian Applicants Entering a Regulated Occupation by Occupational Groups[9]

Occupational Groups	Alberta Applicants		Canadian Out-of-Province Certified Applicants		Total Applicants
Business, Finance and Real Estate	11,752	87%	1,794	13%	**13,546**
Engineering, Architecture, Science and Technology	8,042	77%	2,468	23%	**10,510**
Health and Social Services	6,799	73%	2,565	27%	**9,364**
Legal, Education and Government	12,329	84%	2,331	16%	**14,660**
Other	381	97%	10	3%	**391**
Total	**39,303**	**81%**	**9,168**	**19%**	**48,471**

For the 2012 calendar year Alberta regulators received 39,303 or 81% new Alberta applications and 9,168 or 19% Canadian Out-of-Province certified applications for a total of 48,471 applications.

Overall, there is significant Canadian Out-of-Province labour mobility of certified workers coming to Alberta. Across Occupational Groups[10] comparatively high levels are reported for

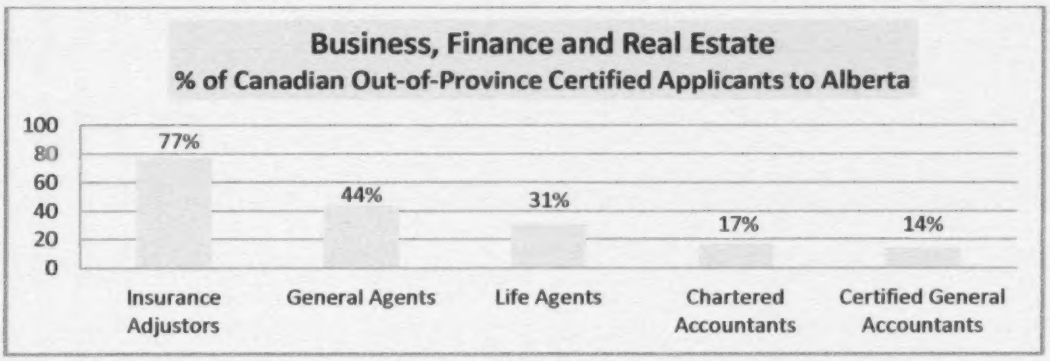
- Health and Social Services, 27%
- Engineering, Architecture, Science and Technology, 23%
- Legal, Education and Government, 16%, and
- Business, Finance and Real Estate, 13%.

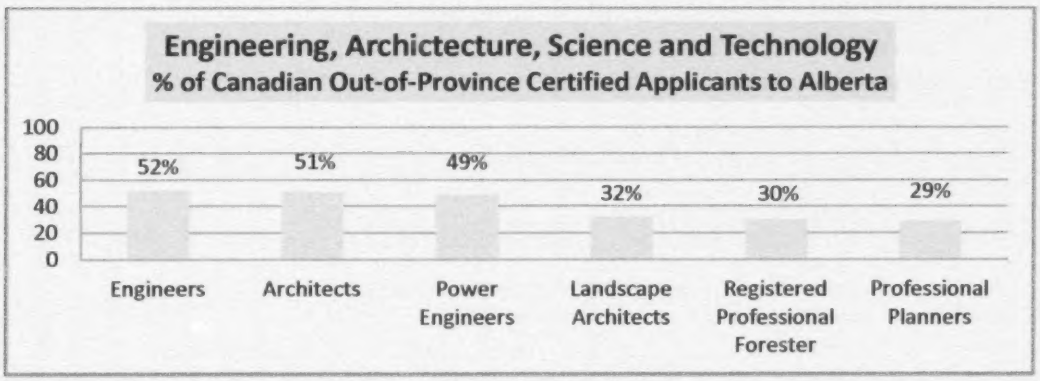
[6] Survey data excludes applications for renewals and applications for relicensing.
[7] Of the complete data available for analysis.
[8] Data on Out-of-Province trades workers is not available.
[9] Survey data was organized in Occupational Group categories adapted from CERTinfo. http://alis.alberta.ca/certinfo
[10] The Other occupational group category is not included due to small group representation.

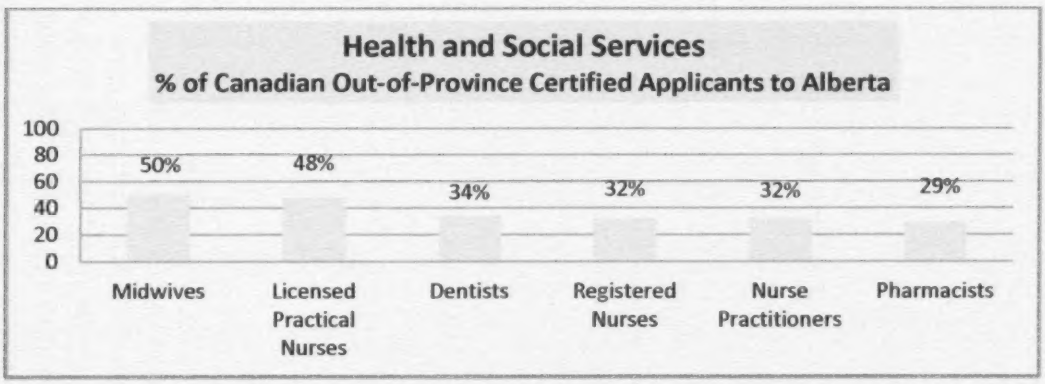
There is a broad range in the rate of Canadian certified Out-of-Province applicants across occupational groups. The Health and Social Services group has the highest rate at 27%, and the Business, Finance and Real Estate group has the lowest rate at 13%.

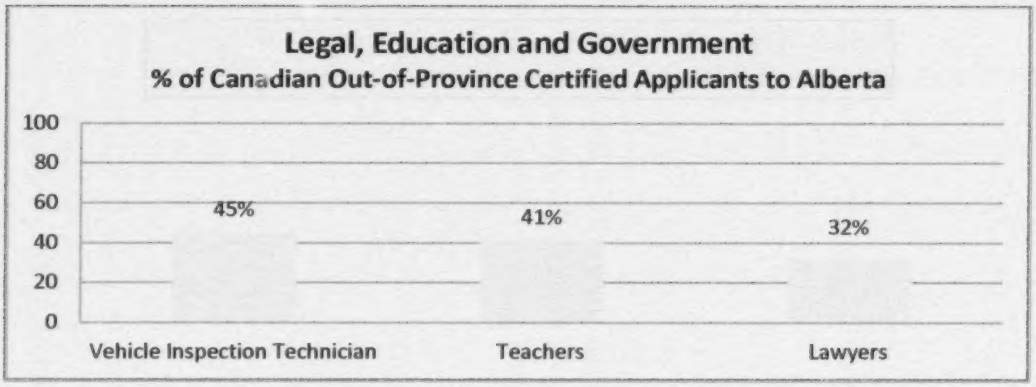
Labour Mobility Rates within Occupational Groups

Very high Canadian Out-of-Province mobility rates to Alberta exist for certain occupations. Listed below is a sample of occupations with the highest labour mobility rates within their Occupational Groups.









Top 10 Occupations by Reported Number of Canadian Out-of-Province Applicants to Alberta

Occupation	Canadian Out-of-Province Certified Applicants to Alberta
Teachers	1,372
Engineers	1,371
Licensed Practical Nurses	872
Registered Nurses	665
Accident and Sickness Agents	577
Life Agents	534
Security Guards	500
Paramedics	428
Power Engineers	364
General Agents	313
TOTAL	**6,996**

Canadian Out-of-Province applicants in these 10 occupations account for approximately 76% of all labour mobility applicants to Alberta for the reporting period.

Application Processing Time

Chapter 7 requires that regulatory organizations ensure that Out-of-Province workers already certified in a regulated occupation in another Canadian Province or Territory are certified and eligible to work as soon as possible and that no unnecessary delays result when reviewing an application.

The data indicates that Alberta regulators are processing all applications in a timely manner. The average processing time[11] for new Alberta applicants from the time the application is complete to receiving certification/licensure is 12 business days.[12] The average processing time for certified Canadian Out-of-Province applicants from the time the complete application is submitted to receiving certification/licensure is nine business days. Across all Occupational Group categories, the average processing time for certified Canadian Out-of-Province applications was three days shorter than for new applicants from Alberta.

Looking Forward

This report provides a snapshot of the numbers of new Alberta applicants for certification in regulated occupations, as well as the labour mobility rates of Out-of-Province Canadian certified workers to Alberta from January 1 to December 31, 2012. As well, it reviews the processing time for new Alberta applications and Out-of-Province certified workers applying for registration in Alberta.

The survey data reinforces the important role that labour mobility plays in contributing to the labour supply in Alberta. The data demonstrates that inter-provincial labour mobility contributes to a substantial portion of the labour supply for many occupations. Overall, the data seems to reinforce the importance of trade agreements that facilitate labour mobility to the Province. In addition to newly-certified Alberta applicants, labour mobility provides Alberta employers access to a larger pool of qualified candidates and a simpler process for hiring skilled workers from other parts of Canada.

Information from this survey will contribute to informing broader government policy development around labour supply and labour mobility, and supports the value of continuing to reduce mobility barriers. As well, it will assist to frame discussions with regulatory organizations and stakeholders about labour mobility opportunities and challenges.

Within the Labour Mobility Unit, survey information provides a quantitative context when working with regulators and stakeholders, and a perspective for answering questions from certified Out-of-Province workers. By examining labour mobility rates for a specific occupation, survey data provides information related to the impact of any limitations imposed on labour mobility.

Looking forward, as the LMCG annually evaluates labour mobility, information from the 2012 survey will provide baseline data to track mobility trends over time. This data can also contribute to a more complete understanding of Alberta's labour market supply and enhance Alberta's labour market information.

Labour mobility, as a key element of labour market efficiency, benefits both employers and certified workers, furthers the development and evolution of occupations and regulatory organizations, and contributes to the overall productivity and economic success of Provincial, Territorial and Federal governments.

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[11] Application processing time was calculated in business days. Where a range was provided the maximum was used to estimate the average processing time. Where weeks were reported they were calculated as business days.

[12] This data excludes processing time for internationally-trained applicants applying to work in Alberta.

Appendix A
2012 Labour Mobility Rates to Alberta for Canadian Out-of-Province Applicants[1]

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Business, Finance and Real Estate	Accident & Sickness Agent	1,838	76%	577	24%	2,415
	Automotive Sales Person	2,040	100%	0	0%	2,040
	Certified General Accountants	66	86%	11	14%	77
	Certified Management Accountants	319	100%	0	0%	319
	Certified Management Consultant	14	100%	0	0%	14
	Chartered Accountants	465	83%	97	17%	562
	Collectors/Collection Agents	2,750	100%	0	0%	2,750
	Funeral Directors/Embalmers	985	99%	15	2%	1,000
	General Agent	391	56%	313	44%	704
	Insurance Adjustors	48	23%	160	77%	208
	Land Agent	70	100%	0	0%	70
	Land Surveyors	19	95%	1	5%	20
	Life Agent	1,181	69%	534	31%	1,715
	Mortgage Broker	392	92%	32	8%	424
	Real Estate (associates, brokers, appraisers)	1,174	96%	54	4%	1,228
Total		11,752	87%	1,794	13%	13,546

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Engineering, Architecture, Science and Technology	Agrologists	247	90%	26	10%	273
	Animal Health Technologists	168	100%	0	0%	168
	Architects	30	49%	31	51%	61
	Biologist	359	80%	90	20%	449
	Blaster (non-mining, surface & underground)	130	77%	38	23%	168
	Bridge Inspector	5	100%	0	0%	5
	Chemist	45	75%	15	25%	60
	Engineering Technologists, Technicians, Professional Technologists	776	93%	60	7%	836
	Engineers	1,287	48%	1,371	52%	2,658
	Forest Technologists	27	96%	1	4%	28
	Geoscientists	295	88%	42	12%	337
	Information Systems Professional	3	100%	0	0%	3
	Inspectors, In-Service Boiler and/or Pressure Vessel	117	100%	0	0%	117
	Interior Designers	2	100%	0	0%	2
	Landscape Architect	23	68%	11	32%	34
	Pesticide Applicator & Dispenser	801	90%	93	10%	894
	Power Engineer	378	51%	364	49%	742
	Pressure Welder	1,850	89%	219	11%	2,069
	Private System Sewage Installers	96	81%	22	19%	118
	Professional Planners	24	71%	10	29%	34
	Registered Professional Forester	26	70%	11	30%	37
	Safety Codes Officer	261	100%	0	0%	261
	Timber Scaler	28	100%	0	0%	28
	Underground Coalmine (superintendents, foremen, managers)	31	100%	0	0%	31
	Veterinarian	77	92%	7	8%	84
	Waste Reduction Specialist	58	97%	2	3%	60
	Water &/or Wastewater Operator	748	94%	52	7%	800
	Water Well Driller	150	98%	3	2%	153
Total		8,042	77%	2,468	23%	10,510

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Health and Social Services	Acupuncture	59	91%	6	9%	65
	Audiologists	10	83%	2	17%	12
	Chiropractors	60	88%	8	12%	68
	Dental Assistants	327	85%	57	15%	384
	Dental Hygienists	205	76%	64	24%	269
	Dental Technicians/Technologists	15	100%	0	0%	15
	Dentists	74	66%	38	34%	112
	Denturists (Dental Mechanics)	0	0%	1	100%	1
	Dietitians	51	78%	14	22%	65
	Electro neurophysiology Technologist	9	100%	0	0%	9
	Licensed Practical Nurses	947	52%	872	48%	1,819
	Medical Laboratory Technologists	119	80%	29	20%	148
	Medical Radiation Technologist (Radiation Therapy) - MRT(T)	20	83%	4	17%	24
	Medical Radiation Technologists (Magnetic Resonance)- MRT(MR)	22	73%	8	27%	30
	Medical Radiation Technologists (Nuclear Medicine) - MRT(NM)	35	90%	4	10%	39
	Medical Radiation Technologists (Radiological) - MRT	148	84%	29	16%	177
	Midwives	3	50%	3	50%	6
	Naturopathic Practitioners	18	78%	5	22%	23
	Nurse Practitioners	23	68%	11	32%	34
	Occupational Therapists	420	93%	30	7%	450
	Opticians	45	87%	7	13%	52
	Optometrists	32	91%	3	9%	35
	Paramedicine (Emergency Medical Responders, Emergency Medical Technicians, Emergency Medical Technologists - Paramedic)	1,010	70%	428	30%	1,438
	Pharmacists	145	71%	60	29%	205
	Pharmacy Technicians	93	100%	0	0%	93
	Physicians and Surgeons	479	94%	30	6%	509
	Physiotherapist	126	76%	39	24%	165
	Psychiatric Nurses	54	78%	15	22%	69
	Psychologists	144	99%	2	1%	146
	Registered Nurses	1,445	68%	665	32%	2,110
	Respiratory Therapists	102	73%	38	27%	140
	Social Workers	490	88%	69	12%	559
	Speech Language Pathologists	69	74%	24	26%	93
Total		6,799	73%	2,565	27%	9,364

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Legal, Education and Government	Child Development (Assistant, Worker, Supervisor)	5,138	99%	44	1%	5,182
	Lawyers	279	68%	130	32%	409
	Local Government Manager	18	100%	0	0%	18
	Private Investigator	90	90%	10	10%	100
	School Business Official	5	100%	0	0%	5
	Security Guard	4,500	90%	500	10%	5,000
	Shorthand Reporter	24	100%	0	0%	24
	Teachers	1,940	59%	1,372	41%	3,312
	Vehicle Inspection Technician	335	55%	275	45%	610
Total		12,329	84%	2,331	16%	14,660
Other	Home Economists	6	100%	0	0%	6
	Hunting & Fishing Guides	220	98%	5	2%	225
	Locksmith	155	97%	5	3%	160
Total		381	97%	10	3%	391
Total in All Occupational Groups		39,303	81%	9,168	19%	48,471

[1] The data reported is for a one-year time span from January to December 2012. A survey of regulatory bodies within Alberta was conducted by the Labour Mobility Unit within Workforce Strategies, Alberta Enterprise and Advanced Education, from January to March, 2013.

[2] **Occupational Groups** are adapted from CERTinfo (Certification and Registration Requirements for Employment in Alberta) http://alis.alberta.ca/certinfo

[3] **Data on the trades' occupations from Apprenticeship and Industry Training (AIT) was not included** as data on Out-of-Province applicants is not collected. In addition, **data was not received or could not be analyzed** for the following occupations: combined laboratory & x-ray technicians, driving examiners, driving instructors, electrical contractors, hearing aid practitioners, home inspectors, horse-racing occupations, municipal assessors, podiatrists and supply chain management professionals.

[4] **Alberta Applicants** includes new Alberta applicants entering into regulated occupations in Alberta. The per cent of Alberta Applicants was calculated by dividing the Alberta Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of Alberta applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

[5] **Canadian Out-of-Province Applicants** includes certified workers from other Provinces and Territories entering into regulated occupations in Alberta. The per cent of Canadian Out-of-Province Applicants was calculated by dividing the Canadian Out-of-Province Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of Out-of-Province applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

[6] **Total Applicants** includes new Alberta applicants and certified Canadian Out-of-Province applicants entering into a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.